

# PDC

## PORTLAND DEVELOPMENT COMMISSION

**DATE:** January 29, 2009  
**TO:** Board of Commissioners  
**FROM:** Bruce A. Warner, Executive Director  
**SUBJECT:** Report Number 09-10  
Amending the Construction Wage Policy

### EXECUTIVE SUMMARY

#### BOARD ACTION REQUESTED

Adopt Resolution No. 6666

#### ACTION SUMMARY

This action will amend the Construction Wage Policy ("Policy") adopted by the Board on January 10, 2007, (Resolution No. 6424) and subsequently amended on April 11, 2007 (Resolution No. 6471 & Resolution 6513). The action will move the workforce strategy components of the Construction Wage Policy to the Business and Workforce Equity Policy, being simultaneously amended by the Board.

#### PUBLIC BENEFIT

This change will facilitate easier administration and improve clarity of the Policy and other PDC policies related to social equity.

#### This action will support the following PDC goals:

- Sustainability and Social Equity
- Healthy Neighborhoods
- A Vibrant Central City
- Strong Economic Growth and Competitive Region
- Effective Stewardship over our Resources and Operations, and Employee Investment

#### PUBLIC PARTICIPATION AND FEEDBACK

Not applicable.

#### COMPLIANCE WITH ADOPTED PLANS AND POLICIES

Not applicable

#### FINANCIAL IMPACT

There is no financial impact related to this action.

## **RISK ASSESSMENT**

Amending the Policy creates no risk for PDC.

## **WORK LOAD IMPACT**

There is no work impact associated with this Policy amendment.

## **ALTERNATIVE ACTIONS**

Leave the Policy in place as written. This option would duplicate language adopted by BOLI and language in the Business and Workforce Equity Policy and would cause confusion between the various guidelines.

## **CONCURRENCE**

The internal Business and Workforce Equity Team concur with these changes.

## **BACKGROUND**

The PDC Board of Commissioners adopted the Construction Wage Policy (“Policy”) on January 10, 2007 (Resolution No. 6424), and subsequently amended the Policy on April 11, 2007 (Resolution No. 6471 & Resolution 6513). The intent of the Policy is, among other things, to achieve a diverse workforce and provide training opportunities on PDC-funded projects for workers that have historically been excluded from the construction trades.

To achieve that objective, the Policy included a Workforce Diversity Strategy Component under which certain stakeholders agreed to negotiate and enter into an agreement that sets forth the Parties’ commitment to develop a program for the recruitment, training, employment and retention of People of Color and Women members of the Portland metropolitan area in union and non-union apprenticeship programs through graduation with the objective of achieving a permanent increase at the journey level in the participation of trained and licensed People of Color and Women in the construction trades in the Portland metropolitan area (the “Workforce Diversity Strategy Agreement”).

The Workforce Diversity Strategy Agreement has been negotiated and was signed by the Parties on June 16, 2008. The Workforce Diversity Strategy Agreement contains specific Workforce Goals intended to achieve a permanent increase at the journey level in the participation of trained and licensed People of Color and women in the construction trades in the Portland metropolitan area similar to those utilized as a result of the South Waterfront Central District Development Agreement;

Moving the Workforce Diversity Strategy Component and Workforce Diversity Strategy Agreement to the Business and Workforce Equity Policy will facilitate easier administration and improve clarity of the Policy and other PDC policies related to social equity.